

#### Marketing Department:

- Total revenue generated as compared to last quarter/year.
- They should target institutes, colleges, schools, tourist, and attract them to visit zoo.

This will help in systematic evaluation of the individual with respect to his/her performances on the job and his/her potential for development. This will further

help the organization to access the training and development needs of employees.

Thus, optimum output and speedy work will be the most important characteristic of the world class zoo in 21<sup>st</sup> century. The core mission of the zoo profession will not be attained if other important factors such as organizational behavior, employee recruitment, training, retention, development and marketing are neglected or left unresolved.

## **Report on the Kabul Zoo, Afghanistan**

To meet the hard winter in Afghanistan, we at the Kabul Zoo started getting ready for it. We put together for some mammals and birds and also we put heaters inside the cages to help keep them warm.

Wildlife Conservation Society conducted a training programme with zoo staff and the veterinary faculty students and vet clinic at the zoo from Nov 18 -21. It was very useful for all staff and they got a certificate from WCS also. The workshop agenda included wildlife immobilization, handling and sampling.

Our education department recorded visitation of 160 children from four kindergarten schools; 120 students from other three schools. 200 students from Cooperation Center for Afghanistan (CCA) visiting the zoo.

The number of Mammal and bird species at the zoo are as follows :

Lion 2; Chines bear 1; Local bears 6;  
Wolves 9; Jackals 5; Foxes 5;  
Rabbits 32; Millus 8; Owls 12;  
Vultures 16; Eagles 7; Porcupine 4;  
Gazelle 4; Ibex 1; Goat 2; Sheep 1;  
Pig 1; Maccaca 25; Ducks 6; Pattridge 2;  
Crane 2; Paraket 5; Turkey 3; Peacock 5;  
Pheasant 3; Doves 6; Pelican 1; Pigeon 17;  
Geese 2; Lovebirds 20; Snowcock 1;  
Pallas cat 4; Guineafowls 2.

**Submitted by Mohammed Saidel Fazil, Education**

### **15th Annual Invertebrates In Captivity Conference, 1-5 August 2007**

Hosted by Sonoran Arthropod Studies Institutes, USA

Calls for Proposals for: Papers, Workshops, Field Trips, Posters & Roundtable Discussions

#### **Conference Program Topics include:**

Terrestrial, Freshwater and Marine Invertebrate Husbandry  
Education Program using Invertebrates  
Insect Zoos, Butterfly Houses and other Invertebrate Exhibitions  
Invertebrate Conservation Programs and Issues  
Professional Development, Administrative and Regulatory Issues

**To submit your proposal simply go to:**  
[www.SASOnline.org](http://www.SASOnline.org) and complete the on-line forms

### **Announcement**

#### **Special issue of ZOOS' PRINT on P. P. Raval, 1951-2006 and Asiatic Lion**

Mr. P. P. Raval, Ex. Deputy Conservator of Forest, Sasan (Gir), Gujarat passed away on 31st October 2006 due to kidney failure. We failed to report this earlier due to some confusion.

Now, we wish to honour P.P. Raval, a wonderful wildlifer who worked for conservation of Indian wildlife generally and Asiatic lion in particular, quietly and effectively his whole working career.

We will be bringing out an special issue featuring P.P. Raval and Asiatic Lion. In addition to a detailed obituary by Dr. Maradia and Asiatic Lions Protection Society, a reprint of the half-page Times of India article, some comments from a Souvenir brought out by Mr. Raval's family and whatever we can collect.

Mr. Raval was undoubtedly one of the most humble and dedicated of foresters. His works included both people and animals, conservation and education, zoo and wildlife management.

We invite you to contribute a memory, anecdote, photograph or article about Mr. Raval, the human being, the zoo man, the wildlife officer so we can honour him in a grand way.

The Editor Emeritus of ZP has been invited to help inaugurate an Asiatic Lion enclosure in Zurich in March and give a presentation. You can be sure that the Late P.P. Raval will figure large in her presentation and your contributions will make that credit to him even larger.

Thanking you and awaiting your contribution,  
Sally Walker

# South Asian Zoos ! Want to host an International Conference ? Announcement

## From the International Environmental Enrichment Conference Committee

### Call for bids for a 2009 Conference host for the 9th International Conference on Environmental Enrichment

The international committee is calling for bids for the 9th International Conference on Environmental Enrichment, 2009. An early decision is so that the chosen host has more time and flexibility in planning. It is planned that the selected host for 9IEEC will attend the 8IEEC in Vienna, Austria in August 2007 when the 2009 conference venue is announced.

The following are some general points for potential conference organizers to address in preparing an expression of interest.

The location can be in any continent other than the site of the previous conference, which is Europe. Once the host is determined details can be worked out with the international committee. There are also additional suggestions and comments prepared by previous enrichment conference organizers available on request.

#### **Conference requirements**

1. Meeting duration: 4 -5 days plus one registration day.

2. Space: Meeting space for at least 300 people. Space for posters: At least 30 4'x4' posters to be displayed for the entire meeting; ideally with room for a lot of people to mingle and carry on conversations.

Space for vendor and non-profit organization tables.

Space for supplies and committee meeting: either one hotel room or one small room (separate from main meeting room) for conference supplies and correspondence and for the administrative meeting.

Banquet space for at least 300 (typically the main meeting rooms).

For the above, you need to check out the facilities of a large hotel or other conference facility to ensure adequate space.

3. The conference host is responsible for conference advertising, obtaining sponsors and donors, conference structure (including program, designating moderators, abstract review, printing the abstract book), determining the registration fee structure and other costs so that the conference will be self-sufficient, and providing conference giveaways such as T-shirts, mugs, etc.

4. All fully registered attendees shall receive a complimentary conference proceedings (digital or hardcopy). The Shape of Enrichment, Inc. will be responsible for the production and distribution of the proceedings. The conference host is responsible for providing The Shape of Enrichment, Inc/ with (1)

attendee names, mailing addresses, e-mail addresses, and other contact information for all attendees who should receive a copy of the proceedings and (2) the necessary funds to cover production expenses for the delegates' proceedings.

#### **Suggested Conference Planning Schedule**

March 2007

– submission of bids by potential hosts for 9ICEE

August 2007

– Announcement of 9ICEE host at conference in Vienna

– Presentation by host to 8ICEE delegates.

Conference date less 18 months –

International conference committee will suggest some topics or areas, which they feel should be covered at the conference and suggest possible speakers in those areas.

Approval by international conference committee of:

- Conference fee (provisional)
- Accommodation costs (provisional)
- Rough program outline (themes/format)

Conference date less 15 months –

1st announcement, including rough program and a tentative registration form / preliminary call for papers

Conference date less 10 months –

2nd announcement, including tentative program and final registration form.

Conference date less 3 months –

- Review of abstracts
- Send out final program

#### **Submission of Bid**

For consideration to be a host, the following information must be submitted:

- Date
- Meeting place
- Approximate cost of registration
- Location and cost of accommodations (include room rates, number of rooms the meeting guarantees to fill (usually based on previous meetings), complimentary rooms, etc)
- Transportation package (special discounts for air travel)
- Homestay opportunities
- Use of dormitories (via State University)
- Additional list of hotels in area including distance from meeting place and available transportation
- Size limitations
- Any previous holding conferences and / or workshops Keep other zoological conference dates for 2009 in mind when determining the date of this conference, e.g., IMATA, IAAAM, AZA

Preliminary bids or expressions of interest may be sent to: Ms. Margaret Hawkins, Behavioural Biologist, Taronga Zoo, P.O. Box 20, Mosman, NSW, 2088, Australia. Phone: +61 2 9978 4615, Fax: +61 2 9978 4613, E-mail: mhawkins@zoo.nsw.gov.au.

Preliminary bids need to be received by March 1st, 2007.

## Announcements of 2007 Meetings

**Third Annual Workshop on Ultrasound and Assisted Reproduction in Elephants and Rhinos**, January 18-21, 2007. Venue: African Lion Safari, Cambridge, Ontario, Canada. For further details and registration contact: Charlie Gray, African Lion Safari, RR 1, Cambridge, Ontario N1R 5S2 CANADA E-mail: cgray@lionsafari.com

**Animal Behavior Management Alliance (ABMA) 2007 Conference at Sea**, Jan 14-21, 2007 To Register contact: Brad Temple, CruiseOne 1-866-669-2789 (toll-free) Please visit <<http://www.theabma.org>> for more information on the 2007 Conference, including programming.

**Zoos and Aquariums Committing to Conservation** January 26-31, 2007, Houston, Texas, Hosted by the Houston Zoo. Registration now available online at <<http://www.houstonzoo.org/ZACC>>. For more information you may contact: zacc@houstonzoo.org or phone 713-533-6745

**International Association of Avian Trainers and Educators** February 7 - 10th 2007, 15th Annual Conference of IAATE, Point Defiance Zoo & Aquarium, Tacoma, Washington. For further info: CMA924@aol.com

**Old World Monkey Workshop**, March 19-22, 2007, Saint Louis Zoo, St. Louis, MO. For information, contact Colleen McCann, OWM TAG Chair <[cmccann@wcs.org](mailto:cmccann@wcs.org)> or Margaret Whittaker, OWM TAG Behavioral Management and Training advisor <[indu22@earthlink.net](mailto:indu22@earthlink.net)>

**Rhino Keeper Workshop**. Werribee Open Range Zoo, Australia 7 - 11 May 2007 Email: rhinoworkshop07@yahoo.com.au; Web: [www.rhinoworkshop07.com](http://www.rhinoworkshop07.com)

**Australasian Society of Zookeeping Annual Conference**, 18-20 May 2007, "Oceans to desert - Balancing animal welfare vs conservation." Alice Springs, Northern Territory, Australia For information visit: [www.aszk.org.au](http://www.aszk.org.au) or email: slromer@bigpond.com.

**Eighth International Conference on Environmental Enrichment (ICEE 2007)**, 5 - 10 August 2007 Hosted by Schönbrunn Zoo, Vienna. Contact: Dr. Harald Schwammer, Deputy Director, Zoologist, Schoenbrunn Zoo, Vienna, Austria. email: icee2007@zoovienna.at. Web: <http://www.zoovienna.at/icee2007/>

**62th Annual Conference of WAZA**, August 26 to 30 2007 Budapest Zoo, For further info: <http://www.waza.org>

**AZAD (Association of Zoo and Aquarium Docents)** Delegates' Meeting and National Conference,, September 25 to 30 2007 Saint Louis Zoo, St. Louis, Missouri USA For further info: <http://www.AZADocents.org>

**6th International Zoo Marketing Conference** October 8 to 13 2007. Jointly organized by WAZA, EAZA and PAAZAB, Hosted by the National Zoo of South Africa, Pretoria

**Bare Care Symposium 2007, 24-26 August 2007**. Western University, Pomona, California.

**BIERZS Bear Information Exchange for Rehabilitators, Zoos and Sanctuaries**. The Symposium 2007 Location: U.S.A. TBA Dates: Fall 2007 Information updates will be posted on [www.bearkeepers.net](http://www.bearkeepers.net)

## Zoo Biology egroup

Zoo Biology is a discussion, question and answer group dealing with the diverse range of Zoo Sciences. The Zoo Biology Group is concerned with all disciplines involved in the running of a Zoological Garden. Captive breeding, husbandry, cage design and construction, diets, enrichment, man management, record keeping, etc It is specifically a forum for professional Zoo Staff. Exceptions may be considered in the case of students or allied professions. You must be committed to both in-situ AND ex-situ conservation. Do be prepared to receive from 1-30+ messages per day!! The Zoo Biology Group is independent and not attached to any other group.

There are well over 1800 Zoo Biology Group members. The majority of these have between five and forty or more years working in zoos. As a Zoo Biology member you can call upon the knowledge of somewhere in the region of 15,000+ years of practical zoo experience in a range of fields. As a zoo biology member it is hoped that you will both contribute and answer questions on subjects of which you have some experience. Replies to the group are well recieved and add to the searchable subject archives. Please post replies to the group rather than to the individual who posted the question. I, and many others are interested and can learn from replies.

Zoo Biology members cover the whole spectrum of zoo staff from docent to director, zoo vet to zoo police, education officer to research scientist and everything in between, and more besides. Zoo Biology members may have worked in a variety of roles in their zoo careers, perhaps starting with reptiles and ending with apes and therefore carry diverse knowledge and can contribute from multiple expertise.

To Subscribe to Zoo Biology send an e-mail to: <[zoo-biology-subscribe@yahoogroups.com](mailto:zoo-biology-subscribe@yahoogroups.com)> and leave the subject and message area blank. Once you have taken the first steps to join this group send a separate email to <[peterd482001@yahoo.co.uk](mailto:peterd482001@yahoo.co.uk)> giving a brief biography about yourself eg your name, collection, work area and interests. All details will be kept strictly confidential. Failure to send this information will mean that your subscription will not be processed. Please mark this 'APPROVE' in the subject area of this e-mail.

Your request to join the group will be held for seven days. Should your biography not arrive in that time your original request will be removed from the process list.

**Want to work in a zoo abroad ? Check these sites.**  
American Zoo and Aquarium Association - Job Listings <<http://www.aza.org/JobListings/>>  
American Association of Zoo Keepers' - Job Listings <[http://www.aazk.org/job\\_listings.php](http://www.aazk.org/job_listings.php)>  
BIAZA <<http://www.biaza.org.uk/public/pages/jobs/vacancies.asp>>  
European Association of Zoos and Aquaria - Vacancies <<http://www.eaza.net/news/vacancies.html>>  
Australasian Society of Zoo Keeping <<http://www.aszk.org.au>>  
Australasian Zoo Keeping vacancies <<http://www.australasianzookeeping.org/zoo%20Positions%20Vacant.htm>>  
Berufsverband der Zootierpfleger e.V <<http://www.zootierpflege.de/stellen/stellenzoeseiten/STzoowebseiten.html>>  
Zoo Vets, Technicians and interns <[http://www.aazv.org/job\\_opeanings.htm](http://www.aazv.org/job_opeanings.htm)>  
Bird Jobs in the Field <<http://www.birdingonthe.net/maillinglists/BJOB.html>>  
Zookeeping Education Programmes <<http://www.wonderferret.com/zoed/>>